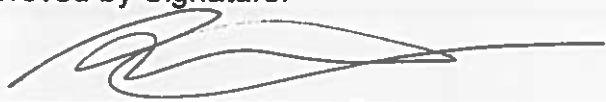


Durham Police and Crime Commissioner Decision Record

Key Decision No	20150810
Subject:	Complaint Ref CR1/2014
Executive Summary	<p>Following an investigation by North Yorkshire Police Professional Standards Department, the Office of the Police and Crime Commissioner has partially upheld a complaint against the Chief Constable. The complaint relates to the way in which an internal grievance was handled. The detail is confidential due to the personal information in the complaint, that it would be necessary to expose were the report to be available in full.</p> <p>The investigation found that the Chief Constable should personally have done more to look into the issues contained within the grievance, and that not doing so constituted a case to answer for misconduct – breaches of the “Duties and Responsibilities” professional standard.</p> <p>It was found the Chief Constable had no case to answer in relation to allegations concerning Honesty, Integrity and Discreditable Conduct.</p> <p>In response to the findings, the Office of the Police and Crime Commissioner has given the Chief Constable words of advice, which he has accepted.</p> <p>He has ordered an investigation into some of the matters leading up to the original grievance.</p> <p>This decision was delegated by the Police and Crime Commissioner to the Chief of Staff, because the PCC was a co-subject in one of the allegations. It was found there was no case to answer on that allegation.</p>
Recommendation	That the complaint be upheld in line with the investigating officer's report.

Risks and Implications identified and considered in making this decision:			
Finance	n/a	Environment	n/a
Accommodation	n/a	Potential Impact on Police and Crime Plan Priorities	n/a
Stakeholder / Community Engagement	n/a		
Value for Money and Productivity	n/a	Equality and Diversity	n/a
Commissioning	n/a	Children's Act 2004	n/a
Staffing	Y	Collaboration and Partnerships	n/a
Crime and Disorder	n/a	Other risks	n/a

Approval	
Chief of Staff	Police & Crime Commissioner
Alan Reiss	Ron Hogg

Approved by Signature: 		Approved by Signature: DELEGATED	
Date: 10/08/2015		Date: 10/08/2015	
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